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Indiana Department of Correction Employee Newsletter

Inside This Issue:

Gang Intervention Program at Pendleton Juvenile	2
Inmates Bringing Bikes to Life	3
From the Re-Entry Division	4
Preserving the Family Bond	5
2006 ICA Commissioner's Awards	6
DOC Superstar	6
Best in Business Award	7
Shop with a Cop	7
From the Administration Division	8
Skip Level Meetings—A Success!	9
From the Operations Division	10
Who's Who	10
Offenders Help Give Thanks	11
Second Chance at Life	12
Indiana Joins National Meth Awareness Day	13
Department Thanks Volunteers for Their Time	14
INShape Indiana News	15
Upcoming Events	16



From the Commissioner

In 2005, the Department set out to clearly define and articulate the vision, mission and core values for the Agency. That purpose was to serve as an enduring guidepost in its journey toward a sustained commitment to public safety.

In doing so, we looked to set principles and practices that would become the foundation for our actions and decisions; principles that would leave no doubt what the Department and its correctional employees stand for.

We gathered input from our employees around the State and arrived at the conclusion that we were all correctional workers first – each and every one of us. This statement is as simple as it is powerful. Everything we do today flows from our commitment to “maintain public safety and provide offenders with self improvement programs, job skills and family values in an efficient and cost effective manner for a successful return to the community as law-abiding citizens.”

The many principles central to our vision, mission and values are highlighted in the 2006 Annual Report. Among them: Our commitment to public safety; our strong belief in the value of the role of correctional workers; providing innovative solutions for our offenders and our efforts to ensure that everything we do leads to a positive and healthy work environment.

In 2006, we focused on the best practices mantra – “Improve it, and Do it.” We made significant progress in the areas of offender programming, re-entry, staff development and training and

community involvement.

We have worked very hard to create a new model to address our biggest priority in corrections – successful re-entry. The nation's first correctional facility dedicated to re-entry has paved the way for others to join. Over five jurisdictions visited the Plainfield Re-entry and Education Facility since its launch in July 2006. Such recognition reinforces our view that being a socially responsible and innovative agency is not only the right thing to do, but is good business.

More importantly, we have been able to achieve these results while remaining true to our mission. We pride ourselves on operating under a set of values that emphasizes public safety, integrity, innovation, and professionalism with the highest ethical standards.

The concept of public safety is crucial to the nearly 8,500 employees who work hard every day to deliver our vision and mission. As such, we welcome this opportunity to engage our stakeholders and community members by providing insight into many aspects of corrections and its operations throughout the state.

Thank you all for your focus and dedication in 2006! I look forward to your continuing commitment in 2007! Together, we will make Indiana a safer community.

Happy Holidays! ■



J. David Donahue



Gang Intervention Program at Pendleton Juvenile Correctional Facility: Focusing on Gang Realities in Our World (G.R.O.W.)

Pendleton Juvenile Correctional Facility is the site of a pilot program which focuses on gang intervention and personal growth for students. This new program was developed with the help of Lonnie Jackson's book, ***Gangbusters***.

In late September 2006, Pendleton Juvenile Correctional Facility identified twelve individuals with strong associations (minimum of two identifiers) to a Security Threat Group. The dozen were placed in a separate housing unit, together regardless of group affiliation, to participate in Gang Realities in Our World (G.R.O.W.).

The students involved in this program are required to attend a gang intervention group twice a week. In this group, they learn about the realities of gangster disregard, showing how gang activity affects families, culture and communities, exploring the human toll of gang violence, developing victim empathy, understanding appropriate and inappropriate role models, peer

pressure, true friends, independent thinking, anger management, self-knowledge through historical awareness and much more. The program relies on speakers and documentaries as well as journaling thoughts, feelings, and ideas. Thus far, this program has proven successful, with many positive incidents

and interactions with this previously difficult and potentially predatory group.

Offenders have stated that they feel the G.R.O.W. program is a benefit and will help in making a difference in their lives upon re-entry. ■

Putnamville Correctional Facility Provides Support to the Community

The Putnamville Correctional Facility (PCF) Fire Department was recently awarded Certificates of Appreciation from the Putnam County Fire Department and the Putnam County Museum. PCF Fire Department staff provided mutual aid, firefighting personnel and equipment to the town of Cloverdale, Indiana during a fire at

Rick's Steakhouse and assistance in evacuating an adjacent nursing home. The Department is also taking part in a display at the Putnam County Museum by lending PCF Fire Department pictures and artifacts which will be on display, at the museum, from October 2006 to February 2007. ■



The Mission of the Department of Correction

The mission of the Indiana Department of Correction is to maintain public safety and provide offenders with self improvement programs, job skills and family values in an efficient and cost effective manner for a successful return to the community as law-abiding citizens.

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We welcome all submissions -

Please submit articles to:

Java Ahmed, *Director of Public & Media Relations*

E-mail: jahmed@doc.in.gov

or

Dorothy Pruitt, *Media Coordinator*

E-mail: djpruitt@doc.in.gov

Designed by: Nicole D. Arb, Graphic Design Department, PEN Products

Indiana Department of Correction

Indiana Government Center South, Room E334

302 W. Washington Street

Indianapolis, Indiana 46204

www.in.gov/indcorrection/

A New Project at Pendleton Juvenile Correctional Facility



Pendleton Juvenile Correctional Facility's (PJCF) Building Trades vocational program at Providence Jr./Sr. High School has been keeping busy during the slow winter construction months by making homes for our feathered friends. The class is typically engaged in constructing housing packages for local Habitat for Humanity programs. However, this fall they've taken their construction experience a step further. The birdhouse project has allowed students to be involved in all phases of construction. Students have explored the planning/blueprint phase, selected supplies, calculated measurements, utilized a variety of tools, assembled the final product and done the finish work, including sanding, priming and applying a custom paint job.

So far, sixteen bird houses have been completed. Several, including a purple marten house high atop a pole behind the shop, are displayed on facility grounds. ■

Inmates Bringing Bikes Back to Life

This story ran on nwitimes.com on Wednesday, December 6, 2006 11:35 AM CST

BY BOB KASARDA • bkasarda@nwitimes.com • 219.548.4345

They're not exactly Santa's elves, but inmates at the state prison in Michigan City are helping to brighten up Christmas Day and the rest of the year for children across the state.



Donahue, a bicycle enthusiast, said he saw the opportunity for the program after noticing police departments housing lost and stolen bicycles, and after learning bikes are no longer welcome in landfills.

The offenders are putting their time behind bars to good use by rebuilding broken bicycles, which are then distributed to children and adults in need, according to Indiana Department of Correction Commissioner J. David Donahue.

The year-old Shifting Gears program received a boost recently in the form of an initial \$1,000 grant from the Central Indiana Bicycling Association Foundation.

The money will be used to purchase bicycle parts to keep the program free of tax dollars, Donahue said.

Eight offenders are currently employed in the effort at Michigan City, said Indiana State Prison Superintendent Ed Buss.

The program provides inmates with a job and helps build self worth, he said. But the inmates also gain something they likely did not have when they arrived at prison, he said.

"It teaches them to be good citizens," Buss said.

Anyone interested in receiving refurbished bicycles or donating bikes in need of repair are encouraged to contact prison Community Services Director Gus Carlson at 874-7256, extension 1550. ■

Probation Officers Tour Miami Correctional Facility

Probation Officers from Northern and Central Indiana visited Miami Correctional Facility in September to learn more about the Department of Correction. Below left, Daryl Hall, Assistant Superintendent/Re-Entry, talks to the officers before the tours. Bottom, Scott Kenworthy, Recreation Coordinator, gives the officers a briefing at the Recreation Building. ■



pictured: Tony Cropper, Unit Team Manager, leads a group of probation officers on a tour of MCF.



From the Re-Entry Division

Julie von Arx, Deputy Commissioner of Re-entry and Community Programs

Re-Entry/Case Management

At the recent Superintendent's Conference, the Department unveiled the new Facility and Parole Report Cards. These will be posted at each facility and parole office, and will be used to help the Department track statistical information on offender releases, Re-entry Accountability Plans, placements, program enrollment, and recidivism, as well as parole violations and parolee employment. Information will be reported to staff at Central Office on a monthly basis.

Substance Abuse

As of December 1, 2006, the Department of Correction's CLIFF Units have graduated 630 offenders. CLIFF (Clean Lifestyle Is Freedom Forever) Units, located in four facilities, are dedicated to intensive methamphetamine-specific substance abuse treatment. To date, over 300 CLIFF graduates have been released back to their communities. The initial recidivism rate for CLIFF graduates is 2.78% compared to 7.85% for the general population during the same period of time.

Juvenile Services

Indianapolis Juvenile and Pendleton Juvenile Facilities recently met with representatives from the Boy Scouts of America. Both facilities will hold organizational troop meetings in early December for youth interested in becoming Boy Scouts. Troops are also starting up at South Bend Juvenile, Camp Summit, Logansport Juvenile, and Northeast Juvenile.

Programs/Religious Services

Steve Hall, Director of Religious Service and Community Involvement, and Diana Williams, Director of Programs, will travel with Planning and Research staff members Katie Knutson and Brent Myers to Washington D.C. in mid-December. The four will attend training

in conjunction with the Fatherhood Initiative and Marriage Enrichment grants recently awarded to the Department. The grants will fund family preservation centers in four adult male facilities (Branchville, Wabash Valley, Correctional Industrial Facility, and the Plainfield Re-entry Educational Facility), and marriage enrichment programs in adult male PLUS units. ■

Paving the Road to a Successful Re-Entry

The Wabash Valley Correctional Facility knows the re-entry path can be a bumpy one for offenders working to successfully re-enter society. To smooth the transition the Re-Entry Housing Unit (RHU) was launched for population returning to society within a 6 to 14 month time period.

The facility Re-Entry Team identifies and assesses each offender's risks and needs, develops an accountability plan, links the offender to appropriate services and monitors their progress. The re-entry team considers their program a highly concentrated nuts and bolts effort, linking offenders to programs they must complete and outside resources they will need to succeed.

RHU gives offenders the chance to develop self improvement skills to help them become productive law abiding citizens. Programs range from Social Skills Training and Thinking for a Change to Long



pictured: An RHU mural illustrates the mission, paving a road to a successful re-entry through solid financial planning, positive family relationships, sound education achievements and healthy living & social environments.

Distance Dads and Education (From GED to Post Secondary to Vocational). At any given time, 94 offenders are involved in this unique rehabilitation program. ■

Visit online: www.reentry.in.gov

Emergency Response Operations Recruitment Activities

The Division of Emergency Response Operations recently conducted a vigorous statewide recruiting drive to increase the number of Emergency Team members at the facilities. Cadre, Field Commanders, Team Leaders and Team Members staffed recruiting booths around the clock tirelessly, handing out brochures and applications taking the program to department staff at their facilities and neighboring facilities. Due to the recruiting drive, ERO held four Basic Emergency Squad Academies and a Basic Situation Control Team (SITCON) Academy in addition to the regularly scheduled Basic Armory Supervisors Academy and Quick Response Team Instructors Academy. The Cadre of Emergency Response Operations

immersed themselves in the program to train 197 trainees for 246 training hours.

One hundred and six trainees attended the Basic E-squad Academy, which consisted of over 28 hours of intensive training to prepare them for the challenges that face team members during disturbances as well as their ongoing commitment to the department.

The SITCON Academy graduated 31 trainees, 28 of which have become certified negotiators for the Indiana Department of Correction. The mentally and emotionally demanding 37 hour week long course improved and tested the trainees' newfound skills in the art of negotiations.

The 29 hour Basic Armory Supervisors Academy produced 23 certified or recertified Armorers and assistants. The Quick Response Team Instructors Academy consisted of over 64 hours of training and certified 37 new QRT instructors.

Recruiting is not over: Emergency Response Operations Teams continue in their effort to make their numbers grow. Incentive brochures and applications are available through Custody Supervisors, Field Commanders and Cadre.

Join us today! ■

Preserving the Family Bond

The number of incarcerated women who are mothers is on the rise. Currently two out of three incarcerated women are mothers to young children (U.S. Department of Justice). These young children are raised by relatives and lack the presence of either biological parent in their lives. They are also six times more likely than their peers to end up behind bars (Center for Children of Incarcerated Parents).

The Indiana Women's Prison's Family Preservation Program's (FPP) primary goal is to reduce trans-generational incarceration by preserving the bond between offender mothers and their children. With the 2005 recidivism rate reported as 8%, this nationally recognized program is well on its way to accomplishing that goal. The heart of the FPP is its Children's Center, a warm homelike environment that allows the offender mothers supervised one-on-one visitation with their child. Utilization of the Children's Center is augmented with therapeutic programming

provided in collaboration with various community groups. The FPP also serves pregnant offenders by providing prenatal education and facilitating safe, appropriate housing for all newborns. IWP is the sole facility in Indiana for pregnant offenders and along with FPP had 97 healthy babies born in 2005.

The Family Preservation Program is run through Choices, a local not-for-profit organization, and receives no state funding. ■



pictured: Incarcerated moms have the opportunity to spend time with their children at IWP's Children's Center.

Supporting Military Employees

To show our support for Department military employees, the Department has sent each military employee, currently on orders in support of military operations, appreciation packages to show our gratitude for their service and their sacrifice.

The packages included the following: a personalized note from Commissioner J. David Donahue, lanyard, Commissioner's Coin, Lapel Pin, DOC Tote Bag, PEN Planning Calendar, PEN pens, writing pad, and some hard candy and beef jerky. ■

2006 ICA Commissioner's Awards

Commissioner J. David Donahue announced the recipients of the 2006 Commissioner's Awards in early October. Top awards were given to five employees whose leadership, dedication and excellence have significantly improved the operation, administration, and re-entry efforts of the Department. The recipients were presented with the awards during the 73rd annual Indiana Corrections Association conference at the Horizon Convention Center in Muncie, Indiana. The ceremony was attended by 400 employees.

The top five categories for the 2005 Commissioner's Awards were Who Moved My Cheese Award, Innovative Employee of the Year, Employee of the Year, Facility of the Year and Superintendent of the Year. Employees were nominated by peers and administrators of the Department.

The award recipient for Who Moved My Cheese Award was presented to James Cox, Jr., Substance Abuse Program Director at the Indiana State Prison. This award recognizes an individual who has been presented with changes and possessed the ability to see the big picture, and motivating others to accept the Department's new philosophy to incorporate the three E's of Excellence in the process.

The recipient of the Innovative of the Year award was Doug Evans, Operations Manager at the Prison Enterprise Networks (PEN) Products. This award recognizes an individual who has enhanced the facility/department process through the use of the three-E's, employees, efficiency and effectiveness. The Employee of the Year Award was presented to Mary Treadwell, Unit Team Manager at the Plainfield Correctional Facility. This award recognizes an employee in corrections who has made one of the following contributions: improved re-entry process for the offenders; promoted security measures at the facility; and added value to services.

The Facility of the Year was presented to Superintendent of the Pendleton Correctional Facility, Stanley Knight. This award recognizes the facility which has collaborated with the public and community to aid in the re-entry process as well as demonstrated the use of the three E's, employees, efficiency and effectiveness.

The final award was presented to John Hardwick, a 17-year veteran of the Department Correction and facility head of the Edinburgh Correctional Facility for Superintendent of the Year. This award is given to a superintendent who possess skills, knowledge, judgment

and communications that have made a positive impact on offenders, staff, the agency and the community.

Congratulations to all the winners!

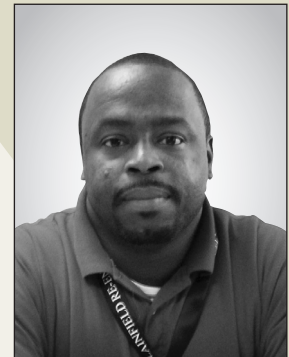


pictured: Left to Right: James Cox, Jr., Superintendent Stanley Knight, Doug Evans, Commissioner J. David Donahue, Mary Treadwell and Superintendent John Hardwick.

DOC Superstar

Warren Maxey, PREF Re-Entry Supervisor, is an eighteen year veteran of the Indiana Department of Correction. He began his career as a correctional officer at the Indiana Boy's School and was promoted to sergeant in his second year and was eventually was given the role as the acting shift supervisor. After one year of working as the acting shift supervisor, Mr. Maxey was promoted to Lieutenant and then Lead Lieutenant during the transformation from the Plainfield Juvenile Correctional Facility to the Plainfield Re-Entry Educational Facility.

Mr. Maxey wears many hats as the Lead Re-Entry Supervisor at the Plainfield Re-Entry Educational Facility. Mr. Maxey is the acting Custody Supervisor in the absence of the Captain, is the chairman of the Conduct Adjustment Board, and trains the screening officers. He assisted in developing operational



Warren Maxey

guidelines for the new facility and oversees the preparation of housing units for residents to occupy. As the Lead Re-Entry Supervisor, he is responsible for ordering needed items for the custody staff, clothes for the residents, and also supervises the intake of new residents. Mr. Maxey's other duties include: making identification cards for staff and residents, supervising the facility's sanitation work crews, ordering equipment for the recreation area, and many other duties as assigned. If something needs to be done at PREF, Mr. Maxey is the person to do it.

Cattle, Horses and Goats – Oh My!

Putnamville Correctional Facility has expanded its programs to include Cattle, Horses and Goats. Recently, offenders have baled over 6,000 bales of hay as part of the facility's new Cattle Pasture Program. The program consists of 40 cows and one bull and is currently in the expansion process, which is a collaborative effort with Purdue University.



On-site resources are being used in the development of a Thoroughbred Horse Retirement Program. The lumber



used to rehab and construct barns, for the horses, comes from trees located on facility grounds. The Horse Program, which will board approximately 50 retired race horses, is expected to be operational in the spring of 2007.

2007 will also kick off the expansion of the facility's new Goat Program that now has 40 nanny goats and one billy goat.

Goat meat is an alternative meat source that is in high demand. The goats also help to maintain the aesthetics of facility grounds by eating leaves and brush. ■

Shop with a Cop

Wabash Valley Correctional Facility staff joined Knox County law enforcement for the 8th annual "Shop with a Cop" program. Two Hundred needy youngsters from the local Head Start program received clothes and toys and even got their picture taken with Santa! WVCF Lieutenants Laurie Petty, Michael Voigtschild and Eric Brewer had



pictured: Lieutenant Michael Voigtschild shopped with local kids as part of the program.



pictured: Our newest Deputy, aka "cupcake", posing with Santa. Photos courtesy of Sheriff Luce, Knox County Sheriff Department.

a great time helping the kids pick out their holiday treasures.

"The Shop with a Cop" program is supported by Law Enforcement & Emergency Personnel all Volunteering their time and is sustained by contributions from individuals, businesses and our communities through a number of special events, contributions and fun raising activities. ■

Best in Business Award



pictured: Sandi Nelson, Superintendent Wendy Knight and Assistant Superintendent Phil Slavens

The Plainfield Correctional Facility was honored recently as the 2006 recipient of the "Treat People Better Award" from Hendricks Regional Health. The facility was nominated in the "Best Business" category for their efforts in the Toys for Hendricks County Kids program as well as various other programs that benefit the community.

The staff of the Plainfield Correctional Facility has a motto: "No children in Hendricks County should go without Christmas." For the past nine years, this group has helped 3,000 local kids have a happy holiday through their annual toy drive. However, the group doesn't stop there in their efforts to help the community. The facility also grows fresh produce to donate to local food pantries – \$20,000 worth this year alone. Working in conjunction with the Hendricks County Sheriff's Department to keep Hendricks County a beautiful place to live, Plainfield Correctional Facility offenders remove litter from our highways and work with community schools to recycle cardboard items and is always looking for more ways to help the community. As one of the largest employers in Hendricks County, the staff strives to make their community a great place to live. ■



From the Administration Division

Bruce Lemmon, Deputy Commissioner of Administration

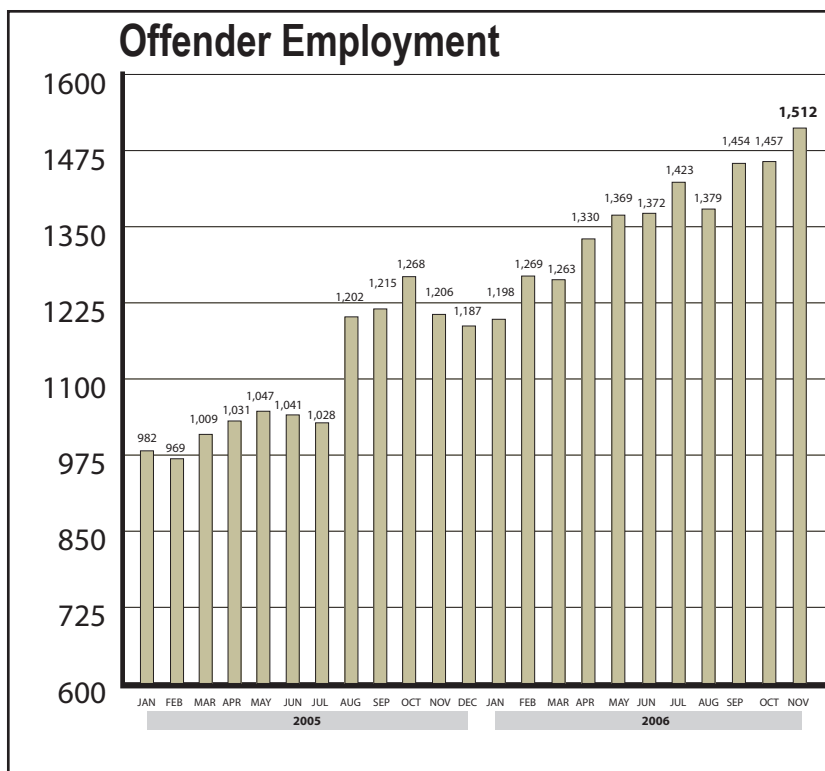
New Developments at CTI: Computer Based Training

The Department is launching into the new and exciting arena of Computer Based Training (CBT). We have established a development lab at Staff Development and Training in New Castle where we have appropriate software for designing these lessons, including graphic, audio and video development. We are investing a great deal of time in the development phase as we desire for the CBT modules to be completely interactive and engaging for the learners. The first two modules being developed are Preventing Sexual Harassment and Ethics. Employees will be able to access this using the PeopleSoft System.

What does this mean for correctional staff? It means that instead of having to schedule time to attend a class for your In-Service, you will have the opportunity to sit at any computer in the Department or at home and take In-Service modules. This project will save the state time, money and resources and improve the learning experience for all correctional staff.

PEN Products Offender Employment Reaches 1500!

On November 15, 2006 the PEN Products offender job count reached 1500! All four business groups Commissary, Farm and Food, Traditional Industries and Joint Ventures have shown growth to reach this new level. Director Mike Herron stated, "All PEN Products staff have worked together to reach this milestone. Adding jobs, reducing idleness and providing marketable skills are what PEN Products does to help in the re-entry process."



PEN Plant Manager Wins Award for Customer Focused Business



pictured: Mike Herron, Director of PEN Products; Wade Kent, Plainfield Plant Manager, Commissioner J. David Donahue; and Robin Knab, Chief Ohio Penal Industries

Wade Kent, PEN Products plant manager at the Plainfield Correctional Facility, was awarded the Central Region Staff Award of the National Correctional Industries Association (NCIA). Mr. Kent was presented the award on November 14, 2006 at the Central Region NCIA training conference in Merrillville, Indiana. Commissioner Donahue and Director

Mike Herron along with Central Region NCIA officers presented Mr. Kent with the award.

Wade Kent was nominated for the award by PEN Products and was selected from the nominees from the six state region including Ohio, Michigan, Wisconsin, Minnesota, Illinois and Indiana. Mr. Kent will be the Central Region nominee for the National Staff Award presented at the NCIA annual conference in Jacksonville, Florida in the spring of 2007.

Offender Grievance Management System

The new and improved Offender Grievance Management System is up and running. So far, the new system has received positive feed back. This new system has the ability to compile and print reports, which is a necessary tool for managing the process as well as helping the facilities target problem areas. The Work Flow component ensures that staff is accountable for complying with the timeframes set in policy. ■

Skip Level Meetings - A Success!

Q: What is a Skip Level Meeting?

A: A Skip level meeting allows staff the opportunity to "skip" the chain of command to openly discuss issues important to them with the Commissioner.



pictured: Commissioner discusses ideas with an employee.

Commissioner J. David Donahue held three Skip level meetings on November 21, December 8 and 12. The meetings were attended by 71 custody staff, parole, counseling, training and administrative staff within facilities from the central, northern and southern regions. Skip Level meetings offer an opportunity for correctional staffers to meet, communicate concerns and offer suggestions to Commissioner Donahue. The objective of a Skip Level meeting includes gathering information from correctional staff of all ranks and divisions in order to discover ways to improve employee satisfaction and moral within the department. Furthermore, to provide a forum for correctional staff to highlight successful programs and recommend solutions to obstacles. In other word, "How can we be better?"

During the three sessions, correctional staff expressed their concerns

regarding the policies, responsibilities and culture of the Department of Correction.

Commissioner Donahue responded to a myriad of questions ranging from the pay for performance program, health insurance, hazardous employment compensation and job security.

Additionally, Commissioner Donahue challenged department staff to raise the bar of accountability and integrity within the department. Commissioner Donahue stated, "As correctional staff, you are the strongest influence on the prison population and they will model your behavior."

Thanks to all the participants who attended the Skip level meetings. Please continue to send your suggestions or comments to "Ideas for Change" on Outlook.

A substance abuse counselor from Branchville Correctional Facility acknowledged, "I am appreciative of this meeting. In the past we never had these opportunities. It is great to know that Commissioner Donahue values what we think." ■

DOC Leaders Gather at Turkey Run

On November 28-30, the Symposium of Superintendents was held at Turkey Run State Park in Marshall, Indiana. The conference was attended by facility superintendents, parole supervisors, the Department's Division Directors, Executive Staff and key members of the governor's office.

The year's last Superintendent's conference included a facility tour of Rockville Correctional Facility and a two-day planning session to discuss the fundamentals of corrections. Department's Division Directors addressed DOC top leadership in many topics including Security and Vulnerability, Performance Appraisals, Sex Offender Management, Prison Enterprises Network, Staff Training & Development.

Commissioner J. David Donahue addressed the Department's leaders with key messages for managing the Department while focusing on the 2007-08 strategic plan goals.

Keynote presentations shared by the Governor's staff included: Policy Director for Public Safety, John Von Arx and Director of Legislative Affairs, John Okeson discussed the budget for the upcoming year. Mr. Von Arx and Okeson also held a question and answer session to discuss issues pertaining to corrections.

Eric Dietz, Director of Homeland Security discussed issues related to emergency preparedness. The topics included the Department's role in preparing for emergencies and assisting local communities in the event of an emergency in the State of Indiana.

On the final day of the conference, facility Superintendents and Division Directors held breakout sessions to develop strategies for 2007. ■

Holiday Card Contest Winners

The Department received and overwhelming response to the Commissioner's Challenge to design this season's holiday cards. It was a tough decision and finally the winners have been picked. With entries from all the juvenile facilities, these five cards were chosen to be the official 2006 Department of Correction designs. Thanks to all the students who participated in the contest and the staff who supported and encouraged them, you represent the Department well. ■





From the Operations Division

Edward B. Motley, Deputy Commissioner of Operations

Dear Correctional Workers,

It is with mixed emotions that I write my farewell letter. I have spent over 21 months with the Indiana Department of

Correction and have met many good people while being involved in many operational events. I have seen the evolution of change in many facilities, superintendents and correctional workers.

When I took this job, it was my first day after retiring from the Federal Bureau of Prisons – challenge #1. I wasn't ready to retire and begin a new journey. After weeks, months, then a year filled with new opportunities, I realized that there's one thing you can't predict in corrections – and that's human behavior. My other realization was that with good correctional practices in operations and across the board, you can minimize less desirable outcomes.

This time, I'm (really) ready to retire and take a new path. I plan to play more golf, teach, consult and perhaps travel to exotic places (Iowa, Kansas, North Dakota and Kentucky). That's the exciting part of retiring – you're your own boss.

On a final note, I would like to thank Commissioner Dave Donahue for his vision, passion and energy in elevating corrections in Indiana. There's a lot of great people here and by working together, you can create and contribute to a better system and future.

Have a safe and enjoyable Holiday season!

Warmest wishes,

Edward B. Motley ■

PREF Makes a Great Impression



The nation's first correctional facility dedicated to re-entry is getting a lot of attention. Since the official opening of the Plainfield Re-Entry and Educational Facility (PREF) in July 2006, PREF has hosted several tours for our peers in corrections.

PREF is dedicated to preparing offenders for release into the community, by focusing on education, health, housing, family, substance abuse and faith and character-based programs, with a special emphasis on employment preparation.

Here's what PREF tourists have to say:

- **Stephen Smith, Kentucky Department of Correction** said, "It (PREF) gives me a completely new perspective on re-entry programs."
- **Marion County Probation** staff stated, "The feel of the facility is different than any of the other facilities I have visited. This facility is amazing!"
- **Tennessee Department of Correction** staff stated: "(I was most impressed by) the memorandums of understanding with support agencies to aid in transition specifically with health care and public assistance and also the creating of space and resources for support agencies within the program."
- **North Carolina Department of Correction** staff commented: "We now have a model to go by and somewhere to turn when we have questions." ■

Who's Who

Correctional Industrial Facility Superintendent Thomas Hanlon has been with the Department of Correction for 35 years. During his career he has worked at five facilities, some more than once and also at Central Office. He has held positions from Counselor to Administrative Assistant to Deputy Commissioner.

Mr. Hanlon's personal interest include: travel, reading, dining out, baseball and spending time with his grandchildren at their activities.

Last Book Read: Blood and Thunder by Hampton Sides (about the Navajo Indians and Manifest Destiny)

Favorite Inspirational Quote: Blessed is the man who having nothing to say, abstains from giving in words evidence of the fact. - GEORGE ELIOT ■



Indiana Offenders Help Give Thanks

Offenders at the Indiana State Prison gave back to the community this Thanksgiving. Forty turkeys, purchased by the offenders, were prepared by students in the culinary arts program. The turkeys were then transported to the Michigan City Salvation Army by Indiana State Prison staff, where The Salvation Army insured needy families were able to enjoy the Thanksgiving Holiday.

This is the second year that the Jaycees and American Legion Post 130 have committed to giving back to the local community for Thanksgiving. American Legion Post 130 is the only American Legion post located inside a correctional facility in the United States. The two offender organizations at the Indiana State Prison have made several charitable donations this year. The Jaycees and American Legion Post have donated a little over \$23,000 the last year to charities such as Toys for Tots and the Stepping Stone Women's Shelter.

Instructor of the Culinary Arts Program at the Indiana State Prison and offender students.

Students and Former DOC employee, Thelma Turner prepared approximately 150 turkeys at the Indianapolis Juvenile Correctional Facility for the Thanksgiving dinner Ms. Turner hosts at the Watkins Community Center in the Indianapolis area.



The New Castle Correctional Facility staff and offenders prepared an unprecedented 710 pans of dressing



– enough to fill two FedEx trucks for the Mossell Sanders Annual Thanksgiving Banquet. This was the facility's third year participating in this effort to bring a Thanksgiving meal to those who might not otherwise be able to enjoy one. ■

Media Training held at CTI

The 2006 Media Training was held at CTI in November. Public Information Officers and Parole staff from all facilities were presented with information on Media Relations, Writing a Press Release, Crisis Management and Marketing their Facilities. Guest speakers included Russ McQuaid from Fox 59, Lisa Lamb from the Kentucky Department of Correction and Superintendents Ed Buss from ISP and Tom Hanlon from CIF.

Thanks to all who participated in the three-day interactive session! ■

Prison Pumpkin Patch Offers an Opportunity for Offenders

Another community service project was recently initiated at the Pendleton Correctional Facility. This year, a portion of the Facility Farm land was set aside to grow pumpkins for donation to the community. This effort culminated in the harvesting of over 100 pumpkins this Fall. The pumpkins were grown by staff and offenders assigned to the Facility's Farm Operation.

On October 18th, Assistant Superintendent of Operations Keith Butts delivered 20 pumpkins to a 5th grade classroom at the St. Philip Neri School in Indianapolis. Classroom teacher Cassandra Ray expressed to Mr. Butts how much the children enjoyed and appreciated the pumpkins which were utilized for a number of classroom decorating projects. Ms. Ray indicated that through the generosity of this program, some children were able to receive a pumpkin for a jack-o'-lantern who otherwise may not have had the opportunity.



pictured: Pumpkin patch

On October 20th Pendleton Correctional Facility Counselor Dan Fountain and ARAMARK Food Service Administrative Assistant Belinda Stamper delivered and donated approximately 70 pumpkins to the Hopewell Center in Anderson, Indiana. The Hopewell Center is a private non-profit agency which provides services to persons with disabilities in addition to an array of other services and community-based programs. Mr. Fountain and Ms. Stamper were extremely overwhelmed at the outpouring of joy and gratitude expressed by the staff and clients of the Center. ■

Second Chance at Life: Offenders & Greyhounds Prison Fostering Program

Foster homes are one of the golden commodities of an adoption group – a precious asset, but very hard to come by on a consistent basis. GPA Tri-State has joined in a partnership with the National Greyhound Foundation's (NGF) Second Chance at Life: Inmates and Greyhounds Prison Fostering Program (SCAL) and the Branchville Correctional Facility to help provide an alternative type of foster care. In the Tri-State area, to assist our in-home foster network, retired racing greyhounds are being placed in the Branchville Correctional Facility with inmate handlers who foster them for 10 to 12 weeks. The handlers are being trained by professional instructors from Tri-State K9 University on how to work with the greyhounds to teach basic obedience; the handlers also receive training on first aid and grooming.

The goal is two-fold: to help more greyhounds with a place to go as they retire and also to assist the handlers. The handlers are receiving unconditional love and attention from a greyhound no



matter who they are, what they look like, or what mistakes they've made in life and in turn, more greyhounds have a place to go as they wait to be adopted. In general, greyhounds make wonderful pets when they retire; having the opportunity to offer a program like this where they are also learning basic obedience skills and canine good citizenship is icing on the cake.

The SCAL program will be approaching Department of Corrections nationwide and through the prison fostering network that will be developed, it is opening new doors for adoption organizations like GPA Tri-State. On the surface, this may appear to be a rather

nontraditional type of foster home, but based on experience from other prison canine programs, it's a win-win situation. Through this program, handlers are developing many basic life-skills; building confidence and self-esteem, nurturing and understanding, learning responsibility, patience, and teamwork while possibly providing them with a skill that could lead to opportunities



in a work environment once they are ready to re-enter the community. The programs have been found to help with overall attitudes as well as boosting moral for both offenders and staff – we're already seeing this taking place at Branchville. ■

Thank You from The Villages

Dear all,

The Villages' kids have been the lucky recipients of many of these restored bikes! Many of our younger children have never had a bike of their own and have learned to ride a 2-wheeler for the first time because of this most worthwhile project! For our older youth, who have been emancipated and are no longer wards of the state, these bikes are their only means of transportation to work and to vocational school! On behalf of the many children and older youth served by The Villages, we thank the Department of Correction, CIBA and Bicycle Garage Indy for having huge hearts for children!!

Very gratefully,
Linda Adams,
Director of Development

The Villages 
Nurture a Child and You Change the World!

Branchville Gives a Helping Hand

Staff and offenders from the Branchville Correctional Facility PLUS unit presented a check to the Helping Hands Ranch in the amount of \$750. The Helping Hands Ranch is a therapeutic horseback riding camp located in Warrick County that is free to anyone with a disability. The money donated will be used to purchase materials for construction of a mounting platform with a wheelchair ramp attached to it. This will allow riders to mount horses safely. Once the materials are purchased the offenders of the PLUS unit will also complete the construction. ■

Branchville Update

This is the season when we all begin to think more about giving. However, Branchville Correctional Facility has been doing this all year. We have many programs that contribute to surrounding communities, and in turn contribute to the betterment of our facility.

From July to October, Branchville has provided 20,300 labor hours in the form of road crews and labor lines resulting in a total dollar value of \$110,000. Habitat for Humanity got a helping hand from offenders specializing in the dry wall trade. Perry County Animal Shelter has utilized 24 working days of offender work force thus far.



Our PLUS Unit has been very lucrative with fund raisers. As a result, they have been generous in donations in the following areas: \$450 to Villages of Backpack; \$200 to Second Chance at Life; \$150 to CMA Banquet; \$750 to Helping Hand Ranch and \$300 to Branchville's Parenting Program. The PLUS Unit will be supplying labor to build trusses for Habitat for Humanity for Southern Indiana and Northern Kentucky as well as funding and supplying the labor to build a ramp for Helping Hand Ranch. With the help of O'Bannon State Park, the PLUS Unit will maintain a large organic garden for a local food bank. Art work has been donated to the local VFW and Legion Post depicting various military insignia. Currently, the unit is holding an art contest. The winner of which will participate in the creation of a mural for the Tell City flood wall slated for Spring, 2007.

Since February 2006, 216 offenders have completed River Valley Recovery Therapeutic Community. They have a recycling project in which they have recycled 374 lbs of aluminum, 2800 lbs of paper and 728 pounds of plastic. Piles of wood have been donated to Lincoln Hills Development Corporation for their Heating Assistance Program.



Finally, Branchville is the only male facility in Indiana that participates in ICAAN (Indiana Canine Assistant and Adolescent Network). In this program, offenders train dogs to assist adolescents with disabilities. Thus far, 7 dogs that have been trained by our offenders have graduated! The facility is also home to several greyhounds from the Second Chance at Life program, where offenders teach former racing greyhounds socializations skills that enable the dogs to be adopted rather than euthanized.

Branchville Correctional Facility staff and offenders are proud of our accomplishments this year and look forward to 2007. Thanks to all who have helped us achieve our goals and encourage us to raise the bar. ■



Indiana joins National Meth Awareness Day

Commissioner J. David Donahue declared November 30, 2006 as Meth Awareness Day for the Indiana Department of Correction. All Department employees and visitors were encouraged to wear a purple ribbon to show their support of offenders in the recovery of methamphetamine addiction.

Since the opening of the nation's first prison-based methamphetamine treatment unit in April 2005 at the Miami Correctional Facility, the Department has expanded to four facilities offering the Clean Lifestyle is Freedom Forever (CLIFF) program. There are two adult male facilities, one female and one juvenile facility running 15 hours a day, seven days a week. The units are overseen by professionally trained staff and managed in a self-contained wing of the prison that can hold up to 200 inmates of all classifications.

By completing the 9-to-12 month voluntary treatment program, offenders are eligible to six-month time cuts. To date, there have been 262 adult males, 71 adult females and 29 juvenile offenders to graduate from the CLIFF program. The Department's statistics show that there has been an initial recidivism rate of 2.78% for CLIFF graduates.

To celebrate recovery and support the offenders in the program, each facility enjoyed a viewing of "Faces of Methamphetamine" video and distributed informational flyers.

The Indiana Department of Correction joined Susan W. Brooks, United States Attorney for Indiana's Southern District and representatives from the Criminal Justice Institute at DePauw University to promote methamphetamine awareness as well. ■

The Department Thanks Volunteers for Their Time

The Department of Correction celebrated its first annual state-wide volunteer recognitions at two locations during the month of November. Putnamville Correctional Facility was host for the Southern Region on November 9 and Miami Correctional Facility was host for the Northern Region on November 14. Outstanding volunteers nominated by the facilities in which they volunteer were invited to an awards banquet and recognition ceremony. Each facility sent volunteers representing one of four volunteer categories: 1. outstanding individual volunteer, 2. outstanding volunteer group, 3. outstanding religious services associate, and 4. outstanding service to a minority group.

The theme of the awards banquet was "Thank You for Your Time." Commissioner Donahue delivered a keynote address emphasizing the crucial role volunteers play in the accomplishment of the DOC's mission and thanked them for their time. Stephen Hall, Director of Religious Services and Community Involvement, presented certificates to all volunteers and a beautiful desk clock for the overall winners. For the Southern Region, **Leah Richmond was recognized as the Outstanding Individual Volunteer.** Ms. Richmond has been a volunteer at Indiana Women's Prison for over 30 years. She directs the choirs, leads the cantatas and serves as a Volunteer Assistant Chaplain. **The Outstanding Volunteer Group award went to Charles "Dutch" Gunyon and Kathy Gunyon.** The Gunyons serve as the volunteer coordinators for the PLUS Program at Wabash Valley. They also serve on the state-wide PLUS Advisory Workgroup. **The Outstanding Religious Services Associate award went to Lee Ladd.** Mr. Ladd volunteers at Indianapolis Juvenile, Pendleton Juvenile, Indianapolis Women's Work Release, Indiana Women's Prison and other facilities. **The award for Outstanding Service to a Minority Group went to Adnan Chaabi.** Mr.



Chaabi is the spiritual advisor to the Islamic group at Plainfield Correctional Facility.

Joe Huff was recognized as Outstanding Individual Volunteer for the Northern Region. Mr. Huff took over as PLUS Program Coordinator at Correctional Industrial Facility when the staff chaplain went on medical leave. He serves on the state-wide PLUS Advisory Workgroup and has traveled all over the state helping PLUS programs in the start up phase. **Receiving the award for Outstanding Religious Services Associate was Father Tom McNally.** Fr. McNally volunteers at South Bend Juvenile and Indiana State Prison. He sees an average of 450 inmates per month and is the primary spiritual advisor for inmates on death row. **The Outstanding Volunteer Group award recipient was Dean's Ministry, headed by Rev. Douglas and Mrs. LaGloria Dean.** The Deans have been volunteering at Medaryville since 1998. They lead weekly worship services, teach life skills seminars and host monthly birthday celebrations for the inmates. **Recipient of the award for Outstanding Service to a Minority Group was Norma Kay Alam.** Ms. Alam has been ministering to Islamic women at Rockville Correctional Facility each week for the last 7 years.

The Indiana Department of Correction is very fortunate to have the number and quality of volunteers that we have. Please take a moment to thank the next volunteer you see. ■

Healthy Holiday Recipes compliments of INShape Wabash Committee



Banana Split Pie

Low fat Graham Cracker
Ready Pie Crust

- 1 medium banana
- 1 cup crushed pineapple in juice, drained
- 1-1/2 cup fat-free skim milk
- 4 serving fat-free, sugar free vanilla pudding and pie filling mix
- 1 cup strawberries
- 3/4 cup fat free cool whip
- 2 tsp chocolate syrup

Layer banana slices on the bottom of the graham crust. Cover banana slices with the drained pineapple. In a bowl, mix the pudding and the milk. Pour into pie shell, covering pineapple. Wait until set (about 5 minutes) spread strawberries over pudding. Top with cool whip. Drizzle chocolate syrup on top. Refrigerate until ready to serve.

Snickers Pie

- 12 oz fat free vanilla yogurt
- 1 small box sugar free, fat free chocolate pudding
- 1/4 cup chunky peanut butter
- 1 cup fat free cool whip
- 3 oz grape nut cereal

Mix all ingredients together and pour into 8" dish and freeze. ■

INShape Indiana Get Fit Today!

The evidence is growing and is more convincing than ever! People of all ages who are generally inactive can improve their health and well-being by becoming active at a moderate intensity on a regular basis.

Regular physical activity substantially reduces the risk of dying of coronary heart disease, the nation's leading cause of death, and decreases the risk for stroke, colon cancer, diabetes, and high blood pressure. It also helps to control weight; contributes to healthy bones, muscles, and joints; reduces falls among older adults; helps to relieve the pain of arthritis; reduces symptoms of anxiety and depression; and is associated with fewer hospitalizations, physician visits, and medications. Moreover, physical activity need not be strenuous to be beneficial; people of all ages benefit from participating in regular, moderate intensity physical activity, such as 30 minutes of brisk walking five or more times a week.

Despite the proven benefits of physical activity, more than 50% of American adults do not get enough physical activity to provide health benefits. 25% of adults are not active at all in their leisure time. Activity decreases with age and is less common among women than men and among those with lower income and less education. For detailed information about adult U.S. physical activity levels among demographic groups in a state or metropolitan area, search the U.S. Physical Activity Statistics database.

Insufficient physical activity is not limited to adults. More than a third of young people in grades 9-12 do not regularly engage in vigorous intensity physical activity. Daily participation in high school physical education classes dropped from 42% in 1991 to 32% in 2001 (CDC, 2002).

Source: Centers for Disease Control – The Importance of Physical Activity

10 HEALTH AND FITNESS TIPS

1. Find a workout buddy to work out with.
2. Try to get a good night's sleep every night.
3. Try not to eat before bedtime.
4. Drink fruit juices instead of sodas or sugary drinks.
5. Cold weather is coming so try to get 30 minutes of exercise per day.
6. Continue to drink at least 8 glasses of water per day.
7. Motivate your children or relatives to exercise more.
8. Motivate staff that you work with to exercise more.
9. If you smoke, make a positive decision to stop smoking.
10. Go online and sign up for the INShape Indiana program at <http://www.in.gov/inshape/index.html>.

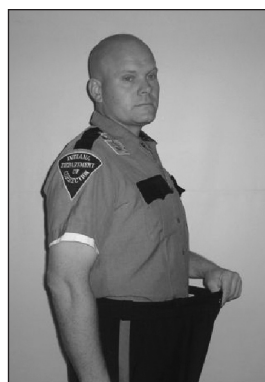


Congratulations to all Department staff for their commitment to getting INShape! ■

Soup of the Day



Superintendent Tom Hanlon shows off his foodservice skills as he serves Correctional Industrial Facility staff soup and sandwiches. The fund raising project, with proceeds earning \$225, benefited The Salvation Army to buy Christmas gifts for under-privileged children in Madison County, Indiana. ■



pictured: Officer Charles Ritchey after losing 100 lbs.

Indiana State Prison Gets INShape

Getting in shape and staying healthy has become contagious at the 146-year old maximum security

prison. Correctional Officer Charles Ritchey is an excellent example of a person changing his life style for the better. Officer Ritchey made a new year's resolution to lose weight and improve his health. Ten months later and 100 pounds lighter, Charles has done just that. When asked how he accomplished

such a task, Charles said "I made sure that the calories going in were less than the energy I expended." Using this theory, he walked 6 miles each day and 20 miles on weekends. ■



pictured: Staff performing sit-ups



The Indiana Department of Correction is looking for talented, professional individuals to help us **"Improve It and Do It!"**



Join us today!

www.in.gov/indcorrection/jobfair.htm

Focus on Education

Wabash Valley Correctional Facility continues to focus its efforts toward providing educational opportunities to the offender population. Re-entry depends in large part upon educating the offender, and to achieve that goal WVCF offers classes in GED preparation, vocational programs, and college degrees. On any given day, approximately 450 offenders or 23% of our total population are participating in one of these programs.

The Education Department has sought and implemented innovative approaches to bringing classes to all segments of the population. With our newest endeavor we are offering GED classes to those offenders who hold jobs throughout the facility. We call this program "Night School", and so far, this has proven to be extremely popular with the offenders. Our Night School classes are quickly filling up with students eager to accomplish their education goals.



pictured: Offender Michael Doades and GED Instructor Jerry Edwards

A recent conversation with Night School student Michael Doades revealed just how important obtaining a GED can be. His current out date is September 2007. "I want to have my GED when I leave prison so that I can attend IVY Tech when I'm released", he said. "I know if I'm going to stay out of prison, I'll need to get a good education." He expressed his gratitude at the opportunity to improve himself through education.

With the help of a dedicated staff of teachers and administrators, our successes are evidenced by our continued commitment to the Re-entry Mission. ■

Upcoming Events

Be sure to join thousands of corrections professionals at the

**American Correctional Association's
2007 Winter Conference,**
January 19-24, 2006
at the Tampa Convention Center,
Tampa, Florida.

**The National Offender
Workforce Development
Conference**

will welcome over 400 professionals from academia, law enforcement, workforce development, community based organizations, and faith based organizations, foundations and the private sector to Charlotte, North Carolina on April 2-5, 2007.

The theme for this year's conference is "Becoming a Second Chance Society Again". The conference is committed to providing a diverse array of workshops, best practices and networking opportunities for our attendees.

**Keynote speaker
Commissioner J. David Donahue,
Indiana Department of Correction**

